

# SMALL PUBLISHING IN A BIG UNIVERSE

## CODE OF CONDUCT

One of the foundations of our mission at Small Publishing in a Big Universe is inclusiveness. This means that, just as we welcome stories from all genres and authors, we also require that our staff and vendors interact respectfully with our audience, and to communicate and behave in such a way that everyone feels heard and respected.

Additionally, Small Publishing in a Big Universe has a zero-tolerance policy towards fascism, white supremacy, racism, sexism, and all other forms of discriminatory behavior. Hateful language, ideas, positions, dogwhistles, and assertions, will be considered unacceptable in any communications or other interactions that are in any way associated with Small Publishing in a Big Universe.

Any form of harassment or hate speech — including but not limited to spoken words, printed words, or displayed symbols — will not be tolerated.

As this is a professional endeavor, we require professionalism at all times. Not being hateful is a bare minimum requirement. We expect you to represent yourself, and by extension us, in a professional manner at all times. (We're fine with self-expression; we're not fine with anything that makes people question when last you bathed or whether or not you're chemically impaired.)

The Small Publishing in a Big Universe Professional Code of Conduct is not limited to the statements made above. Use your common sense and human compassion when interpreting this policy. We take our inclusiveness mission very, very seriously, and will enforce this Code equally as seriously.

Additional guidelines may also be found on our *Code of Conduct* published on the Small Publishing in a Big Universe website: <https://spbu-marketplace.com/code-of-conduct>.

### VENDOR

By: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_